

EXHIBIT D

SCHEINMAN ARBITRATION AND MEDIATION SERVICES

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In the Matter of the Arbitration

X

between

X

NEW YORK CITY DEPARTMENT OF EDUCATION

Re: UFT.388

X

and

X

AMOURA BRYAN

X

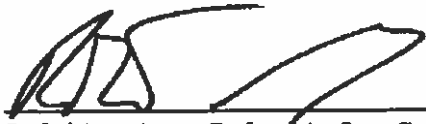
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Issue: Religious Exemption

Date of Hearing: September 24, 2021

Award

APPLICATION FOR EXEMPTION: GRANTED [] DENIED [X] OTHER []



Arbitrator Robert A. Grey, Esq.

September 25, 2021
Date

The Scheinman Institute on Conflict Resolution

Robert A. Grey, Esq.

Scheinman Institute / Roster of Neutrals / Robert A. Grey, Esq.

Labor and Employment * Arbitrator and Mediator * Full Time

Grey Area Dispute Services, Inc.

38 Stiles Drive

Melville, NY 11747-1016

Phone: 631-549-5853

Fax: 631-918-5853

Email: GreyAreaADR@gmail.com

Website address: <http://www.ilr.cornell.edu/scheinman-institute/roster-neutrals/robert-grey-esq>

Professional Work History:

Dedicated to providing impartial, fair and efficient arbitration and mediation services exclusively in Labor and Employment, throughout the United States, in both the public and private sectors, since 2007.

Member, National Academy of Arbitrators

Full range of discipline, discharge and contract interpretation issues.

Virtual/video proceedings ready, willing, able, and experienced.

SAM-Registered; CAGE Code 5BS95

LABOR ARBITRATION EXPERIENCE/PANELS

Permanent Panels:

Bituminous Coal Operators' Association / United Mine Workers of America

Fairview Fire District / Greenburgh Uniformed Firefighters Assoc., Local 1586, IAFF
 Governor's Office of Employee Relations / Police Benevolent Association of NY State
 Greenport, Village of / Civil Service Employees Association, Local 1000, AFSCME
 Irvington, Village of / Irvington Police Benevolent Association
 Mackenzie Automatic Doors, Inc. / United Brotherhood of Carpenters and Joiners
 MTA NYC Transit Authority / Transport Workers Union, Local 100
 NY City Department of Education / United Federation of Teachers, Local 2, AFT
 NY City Mandatory COVID Vaccine Exemption/Accommodation Appeals (all Unions)
 Philadelphia, City of / Fraternal Order of Police, Police Termination Arbitration Board
 NY State Education Department / NY State United Teachers
 SEPTA / Fraternal Order of Transit Police
 US Postal Service / American Postal Workers Union
 White Plains, City of / White Plains Professional Fire Fighters Assoc., Local 274, IAFF

Arbitration Rosters:

American Arbitration Association
 Cornell ILR National Roster of Neutrals
 Federal Mediation and Conciliation Service
 Illinois State Board of Education Tenured Teacher Hearing Officer
 Illinois State Universities Civil Service System Hearing Officer
 National Mediation Board; National Railroad Adjustment Board
 NJ Public Employment Relations Commission; NJ State Board of Mediation
 NJ Tenured Teacher Arbitrator "NJ TEACH"
 NY City Office of Collective Bargaining Register of Neutrals
 NY State Education Department Tenured Teacher Hearing Officer
 NY State Public Employment Relations Board
 Pennsylvania Department of Labor & Industry, Bureau of Mediation
 Port Authority of NY/NJ Employment Relations Panel
 Washington State Public Employment Relations Commission Law Enforcement Arbitrator

LABOR and EMPLOYMENT MEDIATION EXPERIENCE/PANELS

Collective bargaining mediator and fact-finder

Mediator, US Postal Service Redress Mediation Program: As impartial permanent mediator for more than 10 years, mediated hundreds of disputes involving labor and employment issues. Often resolved related CBA interpretation and/or disciplinary grievances and/or workplace disputes, in addition to the statutory rights claims.

Mediator, US Equal Employment Opportunity Commission

Mediator, US Nuclear Regulatory Commission

LABOR and EMPLOYMENT PUBLICATIONS and SPEAKING ENGAGEMENTS

Senior Editor, The Railway Labor Act, Fourth Ed., 2017-2021 Annual Cumulative Supps.

Senior Editor, The Railway Labor Act, Fourth Ed., 2016, Bloomberg BNA

Senior Editor, The Railway Labor Act, Third Ed., 2014 and 2015 Cumulative Supps.

Chapter Author, The Family Medical Leave Act, 2015 Cumulative Supp., Bloomberg BNA

Adjunct Instructor, Cornell University ILR, Scheinman Institute on Conflict Resolution

Mentor, Cornell University ILR, Scheinman Institute on Conflict Resolution

Mentor, Rutgers University School of Management and Labor Relations

Mentor, New York State Bar Assn. Labor and Employment Section Labor Arbitrator

Mentor Program

Mentor, American Arbitration Association Higginbotham Fellows Program

Panelist/Speaker at various AAA, FMCS, NAA, NARR and Bar Association L&E meetings/events.

OTHER RELEVANT LABOR and EMPLOYMENT EXPERIENCE

Law enforcement officer, detective, supervisor and manager (retired)

Certified Instructor, Div. of Criminal Justice Services, Municipal Police Training Council

Certified Firefighter, Interior and Exterior

Certified in Environmental Noise and Sound Measurement

Collective bargaining mediator and fact-finder; election arbitrator; card-check arbitrator

Complex Public Education Issues – specialized training by FMCS and NAA

Cornell University Dispute Resolution Training (Course titles and dates taken)

Certificates in Labor and Employment Arbitration and Mediation; Advanced

Certificate in Workplace ADR and Conflict Management. Member of inaugural graduating class of Labor Arbitrator Development Program (certificate awarded).

Professional Associations

National Academy of Arbitrators

National Association of Railroad Referees

Labor and Employment Relations Association

Labor and Employment Sections of various Bar Associations

Society of Federal Labor and Employee Relations Professionals

Education

Cornell University School of Industrial and Labor Relations, Scheinman Institute on Conflict Resolution: Certificates in Labor and Employment Arbitration and Mediation; Advanced Certificate in Workplace ADR and Conflict Management. Labor Arbitrator Development Program, Certificate.

Rutgers University School of Management and Labor Relations and New Jersey Public Employment Relations Commission (NJ PERC): Certificate in Public Sector Labor Relations.

Federal Mediation and Conciliation Service: Labor Arbitrator Institute, Certificate.

New York Law School: Juris Doctor. John Ben Snow Scholar.

Binghamton University: Bachelor of Arts in Economics; Adjunct in Business Management. International Economics Honor Society.

References

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